

**United States Government****Department of Energy****Bonneville Power Administration**

# memorandum

DATE: January 18, 2022

REPLY TO:

ATTN OF: DE-1

SUBJECT: 2022 Equal Employment Opportunity (EEO) Anti-Discrimination

To: All BPA Employees

Valuing our people is a BPA core value. This memo serves as the renewal of my commitment to promote a safe, positive and inclusive workplace free from all forms of discrimination, harassment (sexual and non-sexual) and retaliation.

Adherence to the principles of equal employment opportunity creates a positive work environment where all employees can reach their full potential. I am committed to ensuring that BPA is a place where employees can be certain they will be treated equitably, and with dignity and respect. These principles are essential to being a model organization that promotes operational excellence.

The federal EEO process is governed by federal laws, regulations, policies and management directives. BPA strictly adheres to them and does not condone discrimination or harassment based upon race, color, religion, sex (including sexual harassment, pregnancy and gender identity, sexual orientation and equal pay), national origin, age (40 and over), protected genetic information, disability (physical and mental), including the provision of reasonable accommodation for qualified applicants and employees with disabilities, or retaliation/reprisal (for opposing what is reasonably believed to be violations of Title VII laws and for past participation in EEO proceedings).

Retaliation against those who initiate discrimination complaints, serve as witnesses, or otherwise oppose discrimination and harassment is strictly prohibited. These protections encompass all management practices and decisions, including recruitment and hiring practices, appraisal systems, promotions, recognition, training and career development programs. We seek to resolve workplace conflicts in a prompt, impartial, confidential, nondiscriminatory and constructive manner, without fear of reprisal. We encourage all BPA employees to use the informal EEO counseling process, and/or the Alternative Dispute Resolution (ADR) Program as a valuable tool in resolving disputes. You must contact the Office of Civil Rights and EEO to be assigned an EEO Counselor within 45 calendar days of the incident that causes you to believe discrimination occurred. The Office of Civil Rights and EEO can be reached via email at [CREEO@bpa.gov](mailto:CREEO@bpa.gov) or by phone at 503-230-4725.

Every employee is responsible for acting professionally and not participating in discriminatory or harassing behaviors that offend, intimidate or unreasonably interfere with the work performance of others. If you believe you have been discriminated against or observed such conduct, you should report the matter to anyone in your chain of supervision and/or to the EEO office. All managers and supervisors are responsible and accountable for acting promptly to prevent, document, correct and eliminate discrimination and harassment. Managers and

supervisors who have knowledge of an act of possible discrimination , harassment or retaliation should contact the EEO office.

As a federal entity, BPA is stronger, more credible, and more effective when our workforce reflects the experience, judgment, and contributions from individuals from diverse backgrounds. We have an affirmative responsibility to comply with all laws, regulations, and Executive Orders designed to promote EEO, diversity and inclusion. Creating and maintaining an environment free from discrimination, harassment and retaliation will help us attract, develop and retain outstanding employees, while motivating and inspiring employee engagement and loyalty.

**John L. Hairston**  
Administrator and Chief Executive Officer